

Examples of Maximum Entry Age (MEA) Calculations

Reentry into Covered Primary/Rigorous Positions

An individual who has passed the entry age limit, not currently in the special retirement system, but previously served in a covered position, **may** in some cases reenter a primary/rigorous firefighter or law enforcement officer position, if the individual:

- * Meets the applicable qualification requirements for the position; **and**
- * Will be able to complete a total of 20 years of covered and creditable firefighter and/or law enforcement service by the time he/she reaches the mandatory retirement age of 57.

Prior service in covered positions **and** creditable towards retirement may be subtracted from the applicant's age to determine if he/she meets the MEA. **Covered Positions** are those positions that meet the definition of firefighter or law enforcement officer in 5 USC § 8336 (c) and 5 USC § 8412(d) as determined by OPM or the designated agency official. **Creditable Retirement Service** is defined in the appropriate retirement handbook and is different for applicants under CSRS than it is for applicants under FERS (i.e., FERS, temporary service after 12/31/88 **is not** creditable towards retirement, etc. Questions on creditable retirement service should be referred to your servicing human resources officer retirement specialist). Here are some examples:

- 1) An applicant has a total of 40 months of seasonal/temporary appointments in primary rigorous positions starting in 1990 and at the age of 36, he is applying for a permanent appointment into a primary rigorous position which is covered under FERS. This applicant would not meet MEA because under FERS, service after 1/1/89 in positions not subject to retirement deductions (e.g., temporary appointments, etc.) is not creditable toward retirement, and therefore, could not be used when computing MEA eligibility for reentry into primary rigorous positions, regardless of whether the position(s) he/she worked under met the definition of a covered position.
- 2) An applicant has 4 years of service under a Term appointment to a covered primary rigorous law enforcement position, and therefore, was covered by the special retirement system under FERS. The appointment expired 2 years ago. The applicant is now 37 and applies for a permanent covered primary rigorous firefighter position. Service under a Term appointment is creditable toward retirement, and since the position was covered as a law enforcement position under the special retirement program, this applicant would meet the MEA. 37 minus 4 puts him at 33, and provided he stays in covered positions, he will have 20 years of covered and creditable service at age 53, before the mandatory retirement age of 57. However, take this same applicant, and if he withdrew his retirement contributions after his Term appointment expired, that 4 years is not creditable toward retirement, and the applicant would not meet the MEA.
- 3) A CSRS employee who had 10 years of covered service under a permanent position, went into a non-covered position for a couple of years, and at age 40 applied for a primary firefighter position. If you take her 10 years of covered and creditable retirement service from her age of 40, that puts her below 35, and provided she stays in covered positions, she will have 20 years of covered service (age 50), several years before she reaches the mandatory retirement age of 57. In this example, the applicant meets the MEA.